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7-1-1992

## University of Connecticut Board of Trustees and University of Connecticut Chapter of the American Association of University Professors Memorandum (1992)

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## University of Connecticut Board of Trustees and University of Connecticut Chapter of the American Association of University Professors Memorandum (1992)

### Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

### Comments

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MEMORANDUM OF AGREEMENT

BETWEEN

THE UNIVERSITY OF CONNECTICUT

AND

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

UNIVERSITY OF CONNECTICUT FACULTY

In furtherance of the Agreement between the State of Connecticut and the State Employee Bargaining Agent Coalition, (SEBAC), the University of Connecticut (the "University" or the "Employer") and the American Association of University Professors (the "Union"), agree as follows:

1. Consistent with Section II, paragraph 1 of the SEBAC Agreement, Article 19, Section I.C of the contract between the University and the Union is deleted and the following substituted in lieu thereof:

Effective June 26, 1992, the following shall be added to the base salary of each member of the unit who is still employed on September 1, 1992:

1. For those whose performance was satisfactory\*, a 4.25% increase of his/her base salary as of June 12, 1992.
2. A flat dollar amount of \$650 for 9-month employees and Research Assistants and Research Associates. (\$795 for 11-month employees other than Research Assistants and Associates).
3. Merit - Effective June 26, 1992, a merit pool of 1.9% of the combined salaries of members of the unit as of April 2, 1992. This fund shall be distributed by the Administration on the basis of merit according to the procedure outlined in Article 25.

Effective May 14, 1993, the following shall be added to the 4/30/93 base salary of each member of the unit who is still employed on 9/1/93:

1. A percentage for those whose performance is satisfactory\* and flat dollar amount which together equal 4.5% of the combined salaries of members of the unit as of April 1, 1993. The proportions allotted to the percentage and flat dollar amount shall be those which existed in the 1991 (implemented in 1992) contract year.
2. Merit - Effective May 14, 1993, a merit pool of 1.5% of the combined salaries of members of the unit as of April 1, 1993. This fund shall be

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distributed by the Administration on the basis of merit according to the procedure outlined in Article 25.

2. Article 19, Section F (Lecturers on the Special Payroll) shall be revised as follows:

Effective June 26, 1992, \$885. per credit  
Effective May 14, 1993 \$938. per credit

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3. Article 19, Section III is revised to add:

The parties agree to those modifications in the health insurance plan negotiated by SEBAC and/or the Health Care Cost Containment Committee.

4. Article 24, Section 24.1, paragraph 4 is revised to read:

Effective June 26, 1992, for those whose performance was satisfactory\*, a 1.9% increase in his/her base salary as of June 12, 1992.

Article 24, Section 24.1 is revised to add:

Effective May 14, 1993, for those whose performance was satisfactory\*, a 1.5% increase in his/her base salary as of April 30, 1993.

5. Article 29, Sections 29.1 of the contract is revised to provide for contract expiration of June 30, 1993, and the date for notice of intent to negotiate a successor agreement is modified to January 31, 1993.

6. In all other respects, the provisions of the 1989-92 contract remain in effect and shall continue through June 30, 1993. Economic provisions, such as but not limited to tuition reimbursement, the professional development fund, and the Child Development Lab fund for 1992-93 shall continue at the same rates as established for the 1991-92 contract year.

7. This Agreement is subject to approval by the General Assembly.

\*With regard to all satisfactory performance increases in this contract, if an employee's annual performance is judged less than satisfactory, the satisfactory performance increase for that year may be withheld. If and when the employee's annual performance is judged to be satisfactory, his/her base salary shall be raised to what it would have been had the salary increase not been denied. However, in no case shall more than the most recent three consecutive years of the performance increases be restored.

# MEMORANDUM OF AGREEMENT NO. 2

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June 26, 1992	\$144,500
May 14, 1993	\$153,170

UNIVERSITY OF CONNECTICUT

By Cynthia N. Williams  
6/28/91  
Date

By John Doe  
Date 6/28/91